



Research Paper

## “A Socio-Economic Analysis of Unemployment in Haryana: Patterns, Determinants, and Policy Implications”

Anil Kumar

Department of Economics,  
Central University of Haryana, Mahendergarh, (India)

### Abstract

Despite being one of India's better-developed states, unemployment is still a major problem in Haryana. This study examines the problem in further detail and finds that rural populations, women, and educated adolescents are most affected. While cultural norms and safety concerns continue to restrict women's involvement in the labor, youth unemployment has persistently remained around 25%. Although there are initiatives like Saksham Yuva and the state's Skill Development Missions, their effects are diminished by low placement rates, mismatched skill training, and a lack of alignment between education and industry. The fundamental issue seems to be more widespread than just a lack of employment; antiquated educational systems, poor employer relationships, and an imbalance between chances in urban and rural areas all play a part. Haryana needs focused, locally appropriate policies, curriculum and vocational training changes, more engagement of women, and improved links between business and education to address this issue. The state can only fully unleash the potential of its youth and advance inclusive, sustainable growth by matching talents with practical needs.

**Keywords:** Unemployment, Gender Disparities, Rural-Urban Divide, Skill Mismatch, Vocational Training, Saksham Yuva, Workforce Participation

Received 12 Nov., 2025; Revised 22 Nov., 2025; Accepted 24 Nov., 2025 © The author(s) 2025.

Published with open access at [www.questjournals.org](http://www.questjournals.org)

### I. Introduction

Haryana was a state with a strong agricultural foundation when it separated from the Punjab in 1966. Its enormous rice and wheat fields came to represent affluence, particularly during the Green Revolution, which made it one of India's most significant food-producing areas (Sardar, 2025). For years, the land sustained not just crops but generations of farming families. But Haryana didn't remain tied to its agricultural past for long. Over the decades, it evolved into an economic powerhouse (Naidu et al., 2023), with cities like Gurgaon and Faridabad becoming hubs of industrial and corporate growth. Glass towers, multinational offices, expressways, and malls began to dominate the landscape (Gupta and Sachdeva, 2025). The state's proximity to Delhi and strong infrastructure (Ranga and Rani, 2023) made it attractive for investment, particularly in sectors like automobile manufacturing, IT, and services. On paper, Haryana flourished—with one of the highest per capita incomes in the country and a booming urban economy. Yet, beneath this outward success lies a troubling disconnect: while the economy has surged ahead, meaningful employment for its people has not kept pace (Goel, 2024).

The problem is complex but painfully real for thousands of families across the state. As Haryana's economy shifted from farms to factories to boardrooms, the people, especially the youth—were left behind, caught between outdated skills and rising aspirations (Bala, 2021). Higher education has expanded rapidly, with more young people earning degrees than ever before. But these qualifications often don't match what employers are looking for. Practical skills, communication abilities, and digital literacy are frequently missing, leaving many graduates jobless or underemployed (Kumar, 2016). In rural areas, the situation is even more difficult. Traditional farming jobs have declined due to mechanization and shrinking landholding, yet quality education and career guidance remain scarce. Many young people migrate to cities hoping for a better future, only to find themselves ill-prepared for the competitive job market. Add to this the social obsession with government jobs

seen as the only "respectable" path and you have a growing pool of educated unemployed youth waiting endlessly for limited vacancies. This waiting game not only delays personal growth but also affects families emotionally and financially. The emotional disappointment, stress, and loss of direction—is rarely spoken but widely felt.

### **1.1 Educational Disparities and Demographic Dynamics**

One of the key drivers of unemployment in Haryana is the growing number of young people entering the labor market with academic qualifications but limited job-ready skills (Gupta and Chander, 2025). Over the last twenty years, enrollment in higher education has soared. However, the education system still places heavy emphasis on rote learning and theoretical knowledge, often ignoring the practical skills and vocational training that industries require. Furthermore, there is a strong cultural inclination toward government jobs. Public sector employment is seen as secure and prestigious, particularly in rural and semi-urban communities (Rani and Sharma, 2024). There's a limited number of such opportunities, which is unfortunate and highly competitive. As a result, many young people reject private sector roles, either holding out for government positions or becoming stuck in a cycle of underemployment.

### **1.2 Gender Inequalities in Employment opportunities**

Gender inequality adds another layer of complexity to the unemployment scenario in Haryana (Ahlawat, 2009; Narayan, 2015). Even as more women begin to literate and pursuing education, their participation in the labor force remains worryingly low (Ishtiyaque et al., 2019). Societal norms, safety concerns, and lack of access to transportation and childcare facilities Regularly act as barriers to women seeking employment. Even those who do work, especially in rural areas—frequently go unrecognized, as their contributions to agriculture or home-based work are not formally acknowledged or compensated. His systemic undervaluation of women's labor not only skews economic data but also limits the development of gender-sensitive employment policies.

### **1.3 Unemployment Patterns Across Rural and Urban Haryana**

Haryana's unemployment challenge is further complicated by the stark divide between rural and urban regions (Sharma, 2009). Cities like Gurgaon and Panipat offer employment opportunities in corporate, IT, and industrial sectors. However, these jobs usually need more advanced technical skills, English proficiency, and digital literacy—resources that many rural youths lack due to disparities in educational quality and infrastructure. Meanwhile, rural areas continue to rely on agriculture, where employment is seasonal and increasingly mechanized (Chahal and Rani, 2025). With shrinking land holdings and fewer farming jobs, young people are migrating to cities, only to face stiff competition and end up in low-paying or informal work. This rural-to-urban migration often exacerbates underemployment rather than solving the core issue (Mitra and Murayama, 2009; Kumari, 2014).

### **1.4 Unemployment and Social Disintegration**

Beyond economic metrics, the social impact of unemployment in Haryana is significant. Long-term joblessness can lead to feelings of frustration, hopelessness, and low self-worth, especially among young people (Jain, 2019). Studies have linked high unemployment rates to rising cases of substance abuse, crime, and social unrest. When people's aspirations go unfulfilled, it can create a climate of disillusionment that weakens public trust in institutions and governance (Sharma and Kumar, 2023). Unemployment also places financial strain on households. In families with limited income sources, the pressure to meet daily needs grows, often affecting women and children the most. Women may be pulled out of education or job-seeking roles to take on unpaid caregiving duties at home (Rasul and Molden, 2019).

### **1.5 Policy Measures to Address Unemployment**

Recognizing the seriousness of the issue, both the central and state governments have started several schemes aimed at promoting employment and enhancing skills (Singh, 2024). National-level programs like the Pradhan Mantri Kaushal Vikas Yojana (PMKVY) and Skill India Mission focus on vocational training, while Haryana's own initiatives—such as the Saksham Yuva Yojana and the Haryana Kaushal Rozgar Nigam (HKRN)—aim to support educated unemployed youth and create temporary job placements. But these efforts have shown mixed results. Many training centers operate without real ties to industry, making it hard for trainees to find relevant jobs (Singh and Parida, 2022). Issues like poor implementation, low awareness, inadequate funding, and a lack of accountability continue to hinder the effectiveness of these schemes. field study would be required to draw more nuanced, policy-relevant conclusions

## **II. Review of Related Literature**

(Milani et al., 2022) discusses the Green Revolution's impact on Haryana's agriculture, which transformed the state into a major food producer. However, the mechanization of agriculture reduced labor demand (Kaur and Kumari, 2022, Mehta et al., 2023), leading to an increase in unemployment, particularly in rural areas. Many displaced agricultural workers migrated to urban areas for jobs, contributing to rural-urban migration (Sharma et al., 2024). (Malik and Choudhary, 2024) explores Haryana's economic transformation from an agrarian state to an industrialized one. The shift toward services and manufacturing has left many youths unemployed, especially as their skills do not align with the modern job market demands. (Singh, 2022) highlights that India's unemployment trends vary significantly across states. Haryana consistently faces high unemployment rates, with figures often exceeding the national average. (Tanwar and Singh, 2024) examine the disparities between rural and urban employment in Haryana. Cities like Gurgaon and Faridabad have seen significant job growth, particularly in manufacturing and services, but rural areas continue to struggle with unemployment, relying mostly on seasonal agricultural work. (Gooptu et al, 2023) emphasizes the issue of skill mismatch in Haryana's labor market. While industries in urban areas demand skilled workers, many rural youths lack the relevant technical skills (Jain, 2022). (Khan et al., 2023) explores gender disparities in Haryana's labor market, (Misra and Kumar, 2023) noting that despite increased female literacy, women's participation in the workforce remains low. (Giri, 2023) examines the psychological effects of unemployment in Haryana, particularly among young people. (Patil et al., 2022) critiques the effectiveness of government employment schemes, such as the Saksham Yojana and Skill India Mission, in Haryana. Many beneficiaries remain unaware of the schemes or find that the training provided does not meet the specific needs of employers, leading to low success rates in job placement. (Goswami and Dey, 2025) highlights the underreported role of the informal sector in Haryana's employment landscape. While formal sector jobs are limited, millions of workers are employed in informal, low-wage, and often insecure jobs. (The National Commission for Scheduled Castes, 2019) existence of caste-based discrimination in Haryana's labor market. Despite affirmative action policies, Dalits and other marginalized communities still face barriers to quality employment. Migration also plays a role in Haryana's unemployment dynamics (Meena et al., 2021).

## **III. Objective of the study**

The objective of the study is to examine the trends and patterns of educational attainment and unemployment patterns in Haryana. The research work shed light on the existence of Socio- economics disparities in Haryana.

## **IV. Research Gap**

Haryana's story is often portrayed as one of progress—booming industries, modern cities, and a strong agricultural base. But behind this image lies a deeper issue that hasn't received the attention it deserves, rising unemployment, especially among young people who are educated but unable to find work. While many studies have explored unemployment at the national level, few have looked closely at the specific situation in Haryana. The state presents a unique contradiction—economic growth and development on one side, and widespread joblessness on the other. This complex reality, shaped by local culture, education patterns, and rural-urban differences, is often overlooked in broader discussions.

There's also a noticeable gap in research when it comes to understanding how government programs are actually working on the ground. Schemes like Saksham Yuva Yojana and the Haryana Kaushal Rozgar Nigam sound promising, but there's little evidence showing how effective they are in helping people find stable, meaningful employment. Similarly, the emotional and social toll of unemployment—on individuals, families, and communities—has not been explored deeply. This study aims to fill that gap by taking a closer, more personal look at the realities of unemployment in Haryana. By connecting economic data with real-life experiences, it hopes to offer fresh insights and practical suggestions to address this growing challenge.

## **V. Research methodology**

The research design for this study has been thoughtfully crafted to capture the complexity of the issue. The research design is carefully built around the study's core goals—from understanding unemployment patterns and their underlying socio-economic causes to evaluating government efforts and identifying gender-based gaps. Objectives have shaped like how data is collected, whom it's collected from, and how it's analyzed. This thoughtful alignment helps ensure the study doesn't just gather information—it builds insight that can lead to action and policy improvement. Both primary data and existing research were used in this study. Primary data brings originality to the study, capturing firsthand voices and experiences. Secondary data, meanwhile, supports and strengthens the primary findings by providing a macro- level understanding of employment trends. Trusted sources like the Periodic Labour Force Survey (PLFS), NSSO, Census 2011, and economic reports from the Haryana government and national institutions like CMIE were used.

A stratified random sampling technique is used. Target Population is Unemployed individuals aged 18 to 35. The criteria of selection of the sample are based on Geographical factor including Rural vs Urban, Gender factor; Male vs Female, Education level; Illiterate, school Dropouts Graduated and Technical degree holders. A questionnaire helped in collecting data from young individuals, through questions covered various aspects of the respondents' lives, like their education, work experience, skill development, and thoughts about government job schemes. Tools like Excel helped in organizing and visualizing the results clearly.

## VI. Results and Discussion

This chapter presents the analysis of primary data collected from unemployed individuals in various districts of Haryana. A total of 250 respondents participated, including youth, women, and rural laborers. Quantitative information was evaluated using People who told their stories and frequency distribution and percentage analysis

### 6.1 Educational Composition of the Sample Population

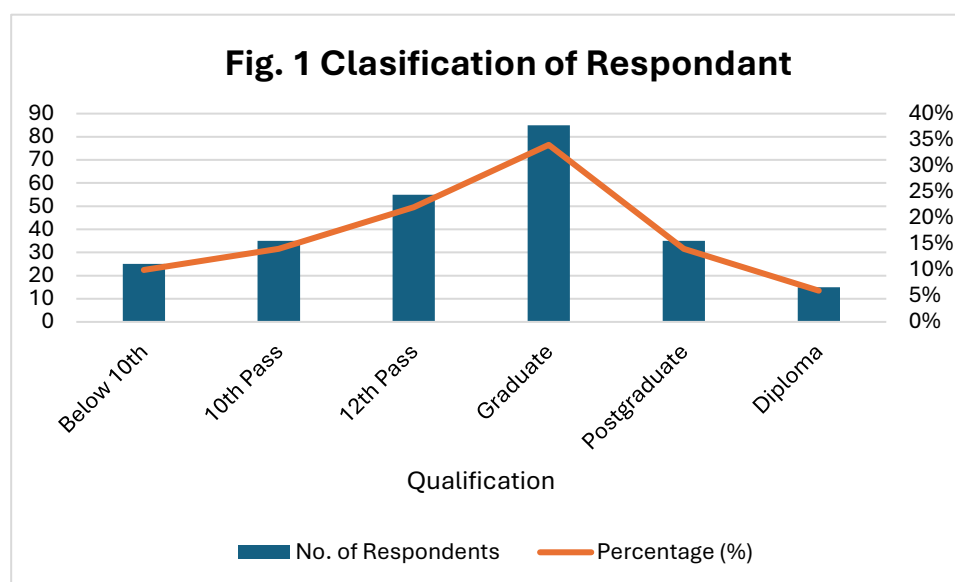


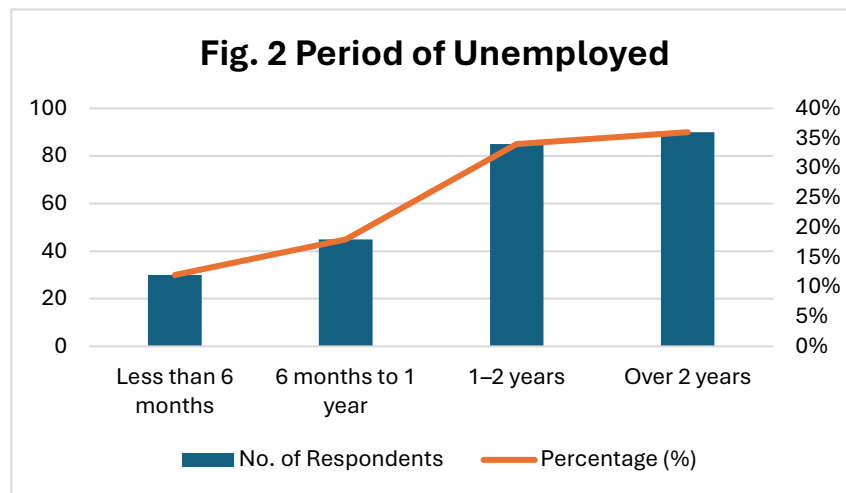
Fig. 1 shows that Most respondents, according to the data on their educational backgrounds, are comparatively well-educated; 34% have a graduate degree (BA, BCom, or BSc), and another 14% have finished postgraduate or master's coursework. As a result, 48% of the responders have sought further study. 14% dropped out in the 10th grade, whereas a sizable percentage (22%), finished the 12th grade. A lower percentage of the population has less formal education, since just 10% of the respondents have less than a 10th grade education. The fact that just 6% possess technical or vocational credentials like diplomas or ITI certification is noteworthy and indicates a lack of interest in or opportunity for skill-based training. With very little representation in vocational streams, the data generally points to a bias toward academic education, which may have an impact on these people's employability and the kinds of employment options that are open to them.

### 6.2 Employment Inequality Across Genders

Table1 No. of Respondents Percentage (%) Gender wise		
Male	160	64%
Female	90	36%
Total	250	100%

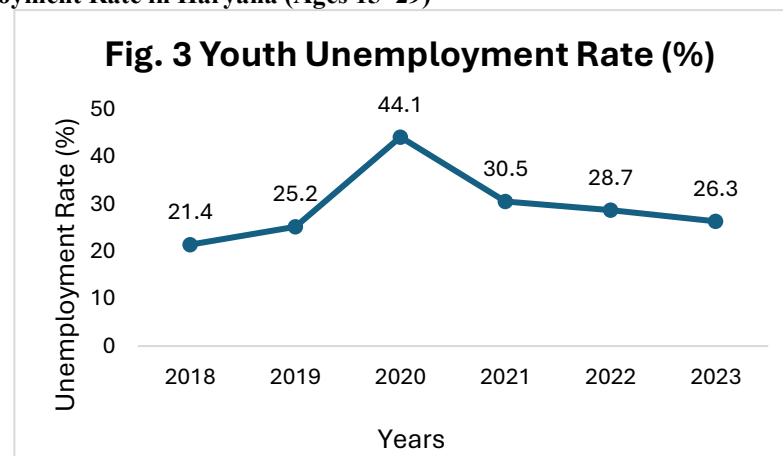
In Table 1, According to the respondents' gender distribution, men make up a sizable majority of the sample (64%, or 160 out of 250 respondents), with women making up the remaining 36%, or 90 respondents. This disparity implies that male viewpoints are overrepresented in the data, which might reflect larger social trends in availability or participation, particularly in surveys that are labor-related or unemployment-focused. Although there are 250 respondents in total, which guarantees a suitable sample size, the gender gap should be considered when interpreting the findings, especially in research looking at labor force participation or unemployment patterns depending on gender. It could also draw attention to the necessity of investigating obstacles to women's employment or data involvement in the area under investigation.

### 6.3 Duration of Unemployment Among Respondents



Data on the period of unemployment among 250 respondents shows in fig. 2, reveals a worrying pattern of extended unemployment. Seventy percent of those surveyed said they had been unemployed for more than a year, 32 percent said they had been unemployed for one to two years, and 36 percent said they had been unemployed for more than two years. This points to a serious and ongoing problem, where unemployment is a long-term struggle for many people rather than a temporary one. However, according to the survey, shorter-term unemployment is relatively uncommon, with just 12% of respondents having been jobless for less than six months and 18% for six months to a year. The information emphasizes the necessity of focused initiatives, including economic changes, job placement assistance, and skill development, to solve the region's chronic unemployment problem.

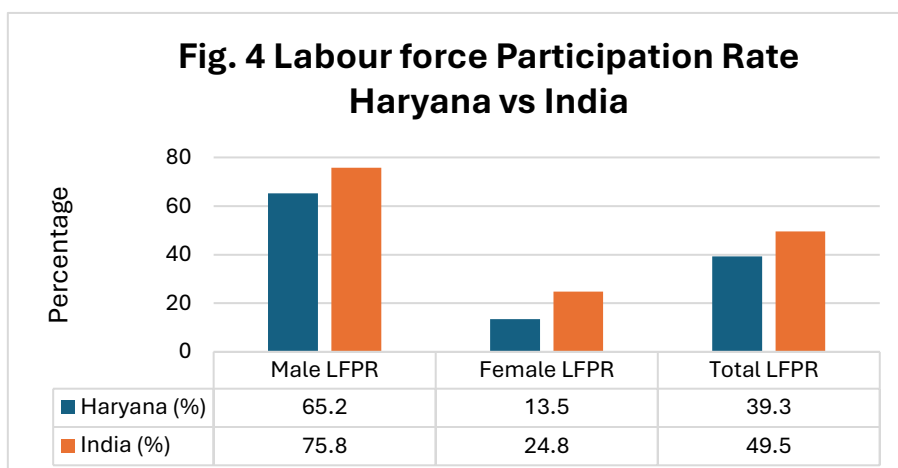
### 6.4 Youth Unemployment Rate in Haryana (Ages 15–29)



(Source: PLFS 2022-23)

In Fig. 3, Haryana's 15–29-year-old youth unemployment rate fluctuated significantly between 2018 and 2023, reflecting larger social and economic factors. The unemployment rate was 21.4% in 2018, which suggests that young people are comparatively unemployed. In 2019, this jumped to 25.2%, and in 2020, it jumped to 44.1%, perhaps as a direct result of the COVID-19 pandemic, which caused significant disruptions to labor markets and economic activities. Following this peak, the rate showed signs of partial recovery, falling to 30.5% in 2021. The rate decreased to 28.7% in 2022 and then to 26.3% in 2023, continuing the pattern of steady improvement. The rate is still higher than it was before 2020, despite these post-pandemic improvements, indicating ongoing structural issues with young employment in the state.

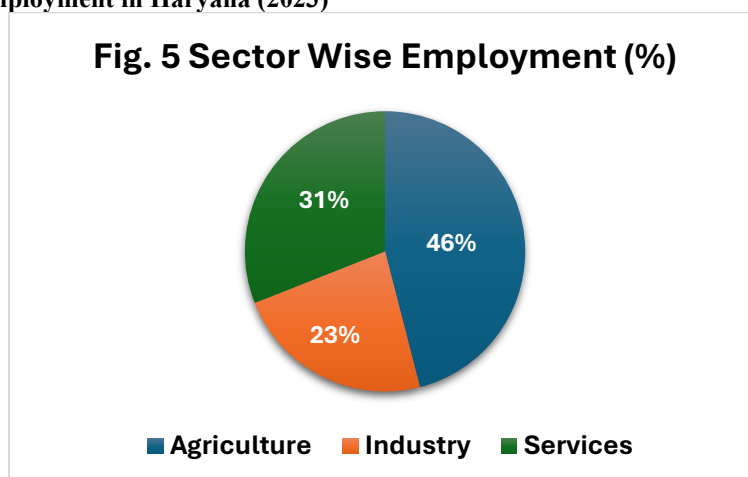
#### 6.5 Labour Force Participation Rate (LFPR) - Haryana vs India (2022-23)



(Source: PLFS Annual Report 2022–23)

In fig.4, There is a notable gender gap in India's and Haryana's Labour Force Participation Rate (LFPR) data. Haryana's male labor force participation rate (LFPR) is 65.2%, which is lower than the 75.8% national average. The female LFPR is 13.5%, which is lower than the national average of 24.8%. This might be due to family obligations, safety concerns, cultural conventions, or a lack of work possibilities (Singh, 2022). Haryana's overall LFPR is 39.3%, which is likewise lower than the 49.5% national average. Despite considerable male involvement, the total rate is greatly impacted by the low female participation (Gautam, 2023). The information emphasizes how important it is to improve gender equality in the workplace.

#### 6.6 Sector-Wise Employment in Haryana (2023)



(Source: Economic Survey of Haryana, 2022-23)

In fig. 5, According to the "Sector-Wise Employment in Haryana (2023)" data, 46% of all jobs in Haryana are in the agricultural industry, making it the largest employment sector in the state. With about half of the working population involved in agricultural or livestock-based occupations, this illustrates the state's historical reliance on agriculture. Haryana's position as a manufacturing and automotive powerhouse is highlighted by the fact that industry, which includes manufacturing, construction, mining, and utilities, accounts for 23% of employment. 31% of the workforce is employed in services, which include commerce, transportation, IT, finance, education, and health. This suggests

## 6.7 Rural vs. Urban Unemployment in Haryana (2022-23)

Table 2 Rural vs. Urban Unemployment in Haryana (2022-23)			
AreaType	UnemploymentRate (%)	LFPR(%)	WorkerPopulation Ratio (%)
Rural	7.6	36.5	33.7
Urban	10.2	42.1	37.8

(Source:PLFSUnit-LevelData)

Table 2, shows that There are notable disparities in the labor market dynamics between rural and urban areas, according to Haryana's 2022–2023 Rural vs. Urban Unemployment statistics. With an unemployment rate of 10.2% in urban Haryana and 7.6% in rural areas, there may be more rivalry for jobs and a mismatch between the capabilities of the workers and the jobs that are available. At 42.1%, the Labour Force Participation Rate (LFPR) is higher in urban areas, indicating that a greater percentage of people living there are either working or actively looking for employment. reduced involvement, indicating comparatively less unemployment because of absorption into the informal economy and subsistence-level work. There are notable disparities in the labor market dynamics between rural and urban areas, according to Haryana's 2022–2023 Rural vs. Urban Unemployment statistics.

Urban regions continue to employ a greater proportion of their people despite higher unemployment rates, maybe because of a more diverse economy. Despite increased economic activity, urban Haryana has more unemployment pressure because of growing ambitions, skill shortages, and a shortage of high-quality jobs. Due to subsistence-level work and the absorption of the informal economy, rural regions have comparatively lower unemployment rates despite decreased involvement.

## 6.8 Registered Unemployed Youth in Haryana (2022–23)

Table 3 Registered Unemployed Youth in Haryana (2022-23)	
Years	Registered Unemployed Youth (In Lakh)
2021	5.3
2022	6.1
2023	6.4

(Source: State Statistical Abstract of Haryana 2022-23)

In Table 3, According to data from the Haryana Employment Department, throughout the three years between 2021 and 2023, the number of youngsters in the state who are officially jobless increased steadily. The number was 5.3 lakh in 2021 and increased by 15.1% to 6.1 lakh in 2022. The number increased to 6.4 lakh by 2023, indicating a slower growth rate of around 4.9% over the year before. Notwithstanding potential post-pandemic economic recovery initiatives, this increased tendency points to increasing difficulties in young employment. It might indicate a decline in employment opportunities, a rise in knowledge and utilization of registration services, or both.

## 6.9 Registrations vs. Placements (2022–23) in Haryana by Employment Exchange

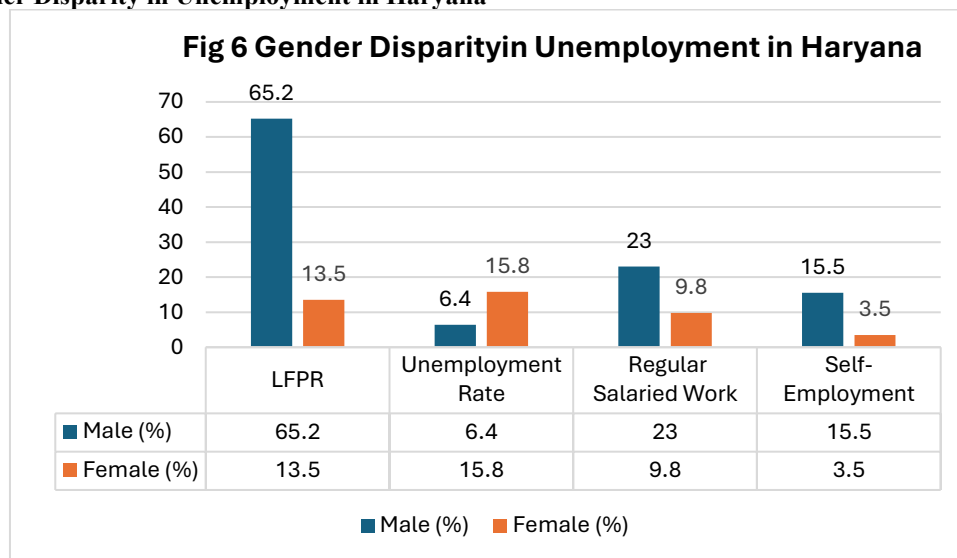
Table 4 Registrations vs. Placements (2022–23) in Haryana by Employment Exchange	
Metric	Number
Registrations (new + old)	6,45,000
Vacancies Notified	15,000
Placements Made	6,400

(Source: Employment Exchange Statistics Reports, (2022))

In Table 4, According to data given by the Haryana Department of Employment, the state's employment exchange scheme is not very successful in promoting real employment. Only 15,000 job openings were reported by companies, despite 6,45,000 people registering with the exchanges for the fiscal year 2022–2023, suggesting a discrepancy between the demand for jobs and the supply of openings. Less than 1% of all registered candidates were actually placed in employment through these exchanges, as just 6,400 of the announced positions were filled. Over 50% of the advertised positions were either filled outside of the system or went unfilled. The poor placement rate is ascribed to several problems, including inefficiencies in the outreach and matching process of the exchange system, a mismatch between the capabilities of job seekers and the requirements of businesses, and a lack of private sector involvement in posting job openings. According to the statistics, the employment exchange infrastructure urgently needs to be updated. This might be done by

incorporating contemporary digital platforms, enhancing skill-matching systems, and promoting more business engagement to increase the exchanges' effectiveness in reducing unemployment in Haryana.

#### 6.10 Gender Disparity in Unemployment in Haryana

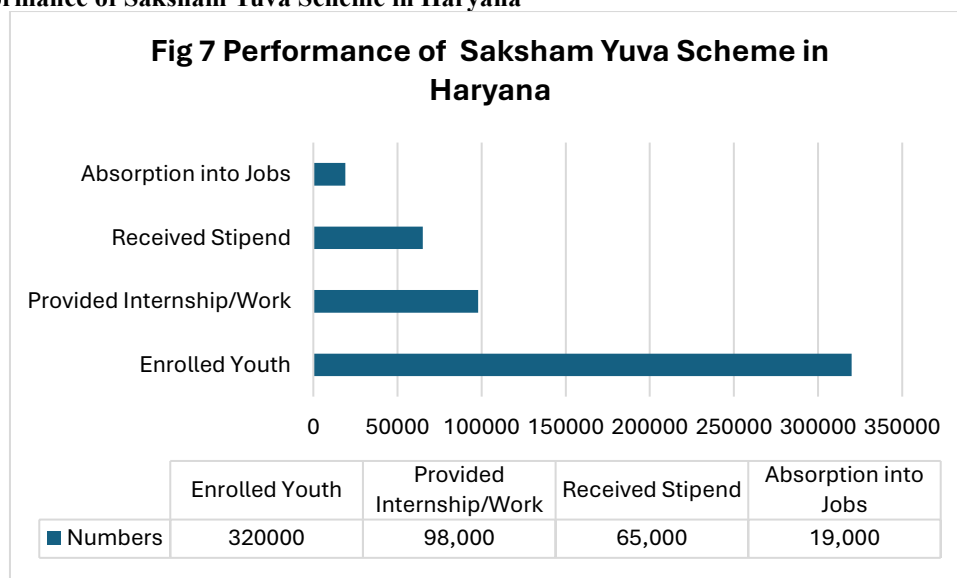


(Source: PLFS & Haryana Gender Statistics 2022)

Fig 6 shows that, There is a notable gender disparity in employment in Haryana for 2022, according to the Periodic Labour Force Survey (PLFS) and Haryana Gender Statistics 2022. The disparity between the male and female labor force participation rates (LFPRs) of 65.2% and 13.5%, respectively, suggests that social, cultural, and institutional impediments deter women from looking for work. With 15.8% of women who enter the labor force still jobless, the unemployment rate is likewise gender-skewed, suggesting that there are few work options for women and potential gender prejudices in hiring.

Due to employment discrimination, mobility constraints, or restricted access to higher education, women in regular paid positions are disproportionately denied job security, social benefits, and steady income. There is a notable disparity in entrepreneurial activity, with just 3.5% of women engaging in self-employment or entrepreneurship, compared to 15.5% of males. With women less likely to engage in the labor market, more likely to be jobless, and less likely to occupy salaried or entrepreneurial positions, these figures demonstrate the pervasive gender discrepancies in Haryana's employment environment. This emphasizes how urgently cultural changes, legislative initiatives, and gender-focused economic development plans are needed.

#### 6.11 Performance of Saksham Yuva Scheme in Haryana



(Source: Department of Employment, Haryana)



Fig. 7 shows that, Haryana's Saksham Yuva Scheme (2023) sought to increase young people's employability and skill development (Sharan et al., 2021). 98,000 internships or employment possibilities were presented to the 3.2 lakh (320,000) young people who were registered in the program, representing a 30.6% placement rate. Two-thirds of the youngsters placed profited financially, as seen by the 65,000 stipends they earned from labor. However, there is a gap between enrollment and long-term work, as just 19.4% of those who received internships went on to permanent jobs. Improving post-internship employability might further bolster the program's effectiveness in attracting young people and providing stipends.

## **VII. Policy Recommendation**

According to secondary statistics, Haryana's unemployment is structural in nature, resulting from problems ingrained in the social and economic fabric rather than merely being caused by a lack of job creation. These problems include insufficient alignment of educational achievements with marketable skills, geographical differences in economic prospects, and mismatches between workforce abilities and employer wants (Bhalla, 1999). Rural communities, women, and youth are disproportionately affected; women face social and cultural constraints, limited mobility, and poor infrastructure, while young people frequently lack access to vocational training (Gupta, 2019). Poor infrastructure, a little industrial presence, and a lack of non-agricultural job options are problems for rural inhabitants.

Initiatives from the government have come under fire for failing to adapt to socioeconomic and market needs, which has resulted in inefficiencies and lost chances for long-lasting effects. The report suggests district-level targeting, gender-inclusive legislation, and bolstering public-private partnerships as ways to solve these problems. To achieve significant and long-lasting job development in Haryana, a diversified, inclusive, and localized approach is essential.

## **VIII. Conclusion**

Unemployment in Haryana Has grown to be more than simply a statistical concern—it is a deeply human issue that affects the hopes, identities, and everyday realities of its people, particularly the youth. Despite the state's impressive strides in industrialization and urban development, large sections of its population remain excluded from the benefits of economic progress (Khare and Arora, 2023). This study brings to light the unsettling contrast between a growing economy and shrinking job opportunities. Youth unemployment in Haryana has become especially alarming, with over a quarter of young people unable to find suitable work despite holding degrees. The problem is not merely the absence of jobs, but the mismatch between education and employability. Many of these youths originate from modest backgrounds, where families have invested heavily, beyond their means—in formal education, expecting it to be the gateway to a stable future. Instead, they face frustration, underemployment, or low-paid informal sector jobs. This has led to rising migration to urban hubs, but even there, the competition is fierce, jobs are precarious, and many end up in insecure positions without benefits or job security.

What makes the issue even more layered is the intersection of gender, geography, and policy inefficiencies. Women in Haryana face multiple barriers to employment, including restrictive cultural norms, lack of safety, and inadequate childcare support. Even highly educated women often remain outside the labor market. At the same time, youth in Rural areas are facing challenges related to underemployment in agriculture or seasonal work that doesn't pay enough to sustain a family. Government schemes like Saksham Yuva or Skill India, while ambitious on paper, often fall short in implementation—either due to outdated training modules, weak industry links, or poor monitoring. Districts such as Rohtak, Hisar, and Jhajjar emerge as particularly hard-hit, highlighting the need for targeted, localized interventions rather than blanket policy approaches. The emotional cost of prolonged unemployment is equally damaging leading to social disillusionment, mental health struggles, delayed personal milestones like marriage, and a rising sense of helplessness among youth. Many starts questioning the value of education itself.

To address these concerns meaningfully, Haryana needs a holistic reimagining of its education- to-employment pipeline. This includes revamping school and college curricula to reflect reality. world job skills, embedding digital literacy and soft skills from an early age, and forging strong partnerships between vocational institutes and industries. Gender-sensitive employment policies must be prioritized to bring more women into the workforce through flexible work models, safer work environments, and dedicated job placement programs. Entrepreneurship should be cultivated not just through funding but also mentorship and skill-building at the grassroots level. Importantly, policy design must become more inclusive and data-driven—paying close attention to region-specific needs and regularly updated employment data. With the right investments and a human-centered approach, Haryana can transform its demographic potential into a powerful economic engine, ensuring that growth is not just measured by GDP but by the dignity and livelihood of its people.

## References

- [1]. Bala, A. (2021). Effect of Population Growth on Economic Development in Haryana. *International Journal of Engineering, Science and Humanities*, 11(2), 35-42. <https://www.ijesh.com/article/view/249>
- [2]. Bhalla, S. (1999). Liberalisation, rural labour markets and the mobilisation of farm workers: The Haryana story in an all-India context. *The Journal of Peasant Studies*, 26(2-3), 25-70. <https://doi.org/10.1080/03066159908438704>
- [3]. Chahal, D., & Rani, A. (2025). Socio-Economic Determinants of Unemployment in Rural Haryana, India. *International Journal of Economics & Business Administration*, 13(3).
- [4]. Economic Survey of Haryana 2023-2024 report. <https://esaharyana.gov.in/document/economic-survey-of-haryana-2023-24>
- [5]. Employment department of Haryana.
- [6]. Employment Exchange Statistics Reports, (2022). [https://dge.gov.in/dge/sites/default/files/2022-10/Employment\\_Exchange\\_2022.pdf](https://dge.gov.in/dge/sites/default/files/2022-10/Employment_Exchange_2022.pdf)
- [7]. Gautam, R. (2023). Women Empowerment and Female Workforce Participation in Rural-Urban Haryana: A Geographical Analysis. *Journal Homepage: http://ijmr.net.in*, 11(1).
- [8]. Giri, (2023). P. Social and Personal Effects of Unemployment in India. <https://www.researchgate.net/profile/Pramod-Giri>
- [9]. Goel, M. (2024). Growth and structural changes in the economy of Haryana. *International Journal of Social Science and Economic Research*. [https://ijsser.org/files\\_2019/ijsser\\_04\\_251.pdf](https://ijsser.org/files_2019/ijsser_04_251.pdf)
- [10]. Gooptu, S., Bros, C., & Chowdhury, S. R. (2023). Estimating skill mismatch in the Indian labour market: A regional dimension. *Global Business Review*, 09721509221146400. <https://journals.sagepub.com/doi/full/10.1177/09721509221146400>
- [11]. Goswami, C., & Dey, H. S. (2025). Impact on Informal Sector Characteristics of Migrants and Their Association with Growth of Informal Sector in Sohna. Available at SSRN 5245487. [https://papers.ssrn.com/sol3/papers.cfm?abstract\\_id=5245487](https://papers.ssrn.com/sol3/papers.cfm?abstract_id=5245487)
- [12]. Gupta, A. (2019). Surveying the Need for Backward Caste Inclusive Skill Development Initiatives and Structures in Haryana, India. *International Journal of Social Science and Economic Research*, 4(4). [https://ijsser.org/files\\_2019/ijsser\\_04\\_228.pdf](https://ijsser.org/files_2019/ijsser_04_228.pdf)
- [13]. Gupta, P., & Chander, R. (2025). Dynamics of Demographic Transition: A study of Facts and Factors in Haryana. *Advances in Consumer Research*, 2, 4190-4204. <https://doi.org/10.61336/acr/25-04-31>
- [14]. Gupta, S., & Sachdeva, R. (2025). Decoding State Growth: Stronger Attributes, Specialised Cities. *Specialised Cities* (April 01, 2025). [https://hreyahs.gov.in/saksham/notification/notification\\_110.pdf](https://hreyahs.gov.in/saksham/notification/notification_110.pdf)
- [15]. <https://www.piramalfinance.com/vidya/saksham-yuva-yojana>
- [16]. Ishtiyaque, M., Khan, M. I., & Jahan, M. (2019). Status of Educational Attainments among Female Population in Haryana, India. *Journal of Educational Planning and Administration*, 33(2), 105-122. [https://niepa.ac.in/download/Publications/JEPA\\_\(15%20years\)/JEPA%202019\\_Vol-33\(1-4\)/JEPA\\_APR\\_2019\\_2.pdf#page=25](https://niepa.ac.in/download/Publications/JEPA_(15%20years)/JEPA%202019_Vol-33(1-4)/JEPA_APR_2019_2.pdf#page=25)
- [17]. Jain, N. (2022). Skill Development in India and Its Labour Market Outcomes. Available at SSRN 4237546.
- [18]. Jain, S. A. (2019). Future Technology and Labour-Are we Heading Towards a Jobless Future?. *Indian JL & Just.*, 10, <https://heinonline.org/HOL/LandingPage?handle=hein.journals/ijlj10&div=25&id=&page=>
- [19]. Kaur, H., & Kumari, V. (2022). Farm Mechanization in Indian Agriculture and its impact on Social Change: A Review. *IAHRW International Journal of Social Sciences Review*, 10(2), 223-227.
- [20]. Khan, A., Khan, S., Khan, M. A., Zaman, K., Khan, H. U. R., Rosman, A. S. B., ... & Hassan, A. A. (2023). Economic costs of gender inequality in health and the labor market: India's untapped potential. *Frontiers in public health*, 11, 1067940. <https://www.frontiersin.org/journals/publichealth/articles/10.3389/fpubh.2023.1067940/full>
- [21]. Khare, M., & Arora, S. (2023). Jobless growth in India: Employment-unemployment of educated youth. In *Higher Education, Employment, and Economic Development in India* (pp. 151-165). Routledge India. <https://www.taylorfrancis.com/chapters/edit/10.4324/9781003329862-12/jobless-growth-india-mona-khare-sonam-arora>
- [22]. Kumar, A. (2016). Unemployment main problem of Indian society. *International Journal of Advanced Educational Research*, 1(2), 49-52. <https://themultidisciplinaryjournal.com/assets/archives/2016/vol1issue2/2-3-54-235.pdf>
- [23]. Kumari, S. A. N. G. I. T. A. (2014). Rural-urban migration in India: Determinants and factors. *International Journal of Humanities and Social Sciences*, 3(2), 161-180.
- [24]. Malik, D. P., & Choudhary, N. (2024). Structural changes in Haryana agriculture. *Asian Journal of Agricultural Extension, Economics & Sociology*, 42(10), 130-137. <https://ageconsearch.umn.edu/record/368090/>
- [25]. Meena, D. C., Chadda, A., Meena, B. S., & Behra, J. J. (2021). Chapter-3 Rural-Urban Migration: Necessity for Survival. Microbial flocculants as an alternate to chemical flocculants for wastewater treatment, 29. <https://www.researchgate.net/profile/Suganya-Kanagaraj2/publication/359392111>
- [26]. Mehta, C. R., Chandel, N. S., & Dubey, K. (2023). Smart agricultural mechanization in India—status and way forward. In *Smart agriculture for developing nations: Status, perspectives and challenges* (pp. 1-14). Singapore: Springer Nature Singapore. [https://link.springer.com/chapter/10.1007/978-981-19-8738-0\\_1](https://link.springer.com/chapter/10.1007/978-981-19-8738-0_1)
- [27]. Milani, P., Torres-Aguilar, P., Hamaker, B., Manary, M., Abushamma, S., Laar, A., ... & Taylor, J. (2022). The whole grain manifesto: from green revolution to grain evolution. *Global Food Security*, 34, 100649. <https://doi.org/10.1016/j.gfs.2022.100649>
- [28]. Misra, R., & Kumar, V. (2023). Role of Education, Worker Population Ratio and Health in Reducing Gender Disparity: A Disaggregated Gender Analysis of India. *The Indian Journal of Labour Economics*, 66(4), 1061-1080. <https://link.springer.com/article/10.1007/s41027-024-00471-y>
- [29]. Mitra, A., & Murayama, M. (2009). Rural to urban migration: A district-level analysis for India. *International Journal of Migration, Health and Social Care*, 5(2), 35-52.
- [30]. Naidu, D. A., Raghav, A., & Vemuri, R. (2023). Impact of unemployment rate in Haryana during 2011-23 on gross state domestic product (GSDP). <https://www.researchgate.net/profile/Ravinder-Rena/publication/5105198>
- [31]. Narayan, L. (2015). Gender Disparities in Haryana: Extents and Spatial Patterns. [https://mpira.uni-muenchen.de/67356/1/MPRA\\_paper\\_67356.pdf](https://mpira.uni-muenchen.de/67356/1/MPRA_paper_67356.pdf)
- [32]. National commission for Scheduled Caste Report 2018-19 and 2019-20 [https://ncsc.nic.in/storage/annual\\_reports/Ov4HEgO90RzxY78ne8YpKIVbpxGBRIVO8zZDwhdo.pdf#page=1.00&gsr=0](https://ncsc.nic.in/storage/annual_reports/Ov4HEgO90RzxY78ne8YpKIVbpxGBRIVO8zZDwhdo.pdf#page=1.00&gsr=0)
- [33]. Patil, B. V., Gala, D. M., & Kadam, M. K. R. (2022). Effectiveness of Government Schemes: A Critical Review of Most Widely Used Schemes. *Journal of Xi'an Shiyou University, Natural Science Edition*, 18(1), 430-439. <https://www.researchgate.net/profile/Kirti-Kadam/publication/>
- [34]. Periodic Labour Force Survey (PLFS, 2022 - 2023). [https://dge.gov.in/dge/sites/default/files/2023-10/Annual\\_Report\\_PLFS\\_2022-23.pdf#page=1.00&gsr=0](https://dge.gov.in/dge/sites/default/files/2023-10/Annual_Report_PLFS_2022-23.pdf#page=1.00&gsr=0)
- [35]. Ranga, P., & Rani, P. (2023). A Study on the Growth and Extent of Economic Infrastructure Development of Haryana. *International Journal for Multidisciplinary Research*, 5(2).

- [37]. Rani, S., & Sharma, S. (2024). Understanding Unemployment among Tertiary Educated Youth. Archives of Current Research International, 24(12), 241-249. <https://doi.org/10.9734/acri/2024/v24i121015>
- [38]. Rasul, G., & Molden, D. (2019). The global social and economic consequences of mountain cryospheric change. Frontiers in Environmental Science, 7, 91.
- [39]. Sardar, S. (2025, May). Economic growth of Haryana: A study of Agriculture and Allied sector. In Proceedings of Sustainability, Entrepreneurship, Equity and Digital Strategies (SEEDS 2024) (pp. 334-353). Atlantis Press. <https://www.atlantispress.com/proceedings/seeds-24/126010607>
- [40]. Sharan, A., Sehgal, A., Masoodi, A., & Mahajan, R. SAKSHAM HARYANA: THE ROLE OF POLICY IMPLEMENTERS. JINDAL JOURNAL OF PUBLIC POLICY, 84[https://jgu.s3.ap-south.amazonaws.com/jsdp/JJPP++August+2021+Vol+5+Issue+2+\(1\).pdf#page=93](https://jgu.s3.ap-south.amazonaws.com/jsdp/JJPP++August+2021+Vol+5+Issue+2+(1).pdf#page=93)
- [41]. Sharma, M., & Kumar, S. (2023). The Pattern of Urbanization and Fluctuations in the Urban Hierarchy of Haryana, India. In Urban Environment and Smart Cities in Asian Countries: Insights for Social, Ecological, and Technological Sustainability (pp. 85-104). Cham: Springer International Publishing.
- [42]. Sharma, N. (2009). Nature and Extent of Unemployment Among the Weaker Sections in Rural Areas of Haryana: A Multi-Dimensional Approach. Journal of Rural Development, 28(3), 375-380.
- [43]. Sharma, P., Paul, M., & Chakrabarti, A. (2024). Role of Migration, Agglomeration and Urbanization on Inequality: A District-level Analysis for Haryana and Madhya Pradesh. Agglomeration and Urbanization on Inequality: A District-level Analysis for Haryana and Madhya Pradesh (February 24, 2024). [https://papers.ssrn.com/sol3/papers.cfm?abstract\\_id=4737745](https://papers.ssrn.com/sol3/papers.cfm?abstract_id=4737745)
- [44]. Singh, A. (2022). A Study Of Structural Changes In Haryana's Economy And Its Decomposition. International Research Journal of Modernization in Engineering Technology and Science (IRJMETS) vol04, (11), 1036-1043.
- [45]. Singh, A. (2022). Women Labour Force In Haryana And Its Determinants. Published In IJCRT (www. ijcr. org) Volume, 10, a429-a435.
- [46]. Singh, L. (2024). A Study on the Training and Skill Development Vocalisation of Education in Haryana State. J. Soc. Dyn. Leg. Perspect, 1(1), 001-006.[https://www.aimbell.com/wp-content/uploads/2024/09/1.-JSDLP-Article\\_14-Final-1.pdf](https://www.aimbell.com/wp-content/uploads/2024/09/1.-JSDLP-Article_14-Final-1.pdf)
- [47]. Singh, S., & Parida, J. K. (2022). Employment and earning differentials among vocationally trained youth: Evidence from field studies in Punjab and Haryana in India. Millennial Asia, 13(1), 142-172. <https://journals.sagepub.com/doi/full/10.1177/0976399620964308>
- [48]. Singh, U. (2025). Care Work, Women Employment and Decent Work: An Essential Human Aspiration. IASSI Quarterly, 44(3).
- [49]. State Statistical Abstract of Haryana 2022-23. <https://esaharyana.gov.in/document/state-statistical-abstract-of-haryana-2022-23/>
- [50]. Tanwar, R., & Singh, S. K. (2024). Effect of Urbanization on Employment, Wages and Livelihood of Rural People in Haryana, India. Asian Journal of Agricultural Extension, Economics & Sociology, 42(12), 325-336. <http://journal.submanuscript.com/id/eprint/2678/1/Singh42122024AJAEES128812.pdf>
- [51]. Unit level data sets of PLFS for the calendar year 2022. <https://mospi.gov.in/PLFS-calendar-year-2022>